



PROHIBITION OF BIAS-BASED POLICING

Operations Order

1.4.00

PHOENIX POLICE DEPARTMENT

NEW 07/22

PAGE 1

1. **PURPOSE:**

- A. It is the purpose of the Phoenix Police Department to provide services and enforce laws in a professional, non-discriminatory, fair, and equitable manner in all law enforcement encounters.
- B. The Department does not tolerate discrimination based on any of the following characteristics, including:
- Sex
 - Color
 - Religion
 - Age
 - Sexual orientation
 - Gender expression
 - Medical condition
 - Familial status
 - Mental illness
 - Any other characteristic unrelated to a specific reliable suspect description
 - Race
 - Ancestry
 - National origin
 - Disability
 - Gender identity
 - Marital status
 - Economic status
 - Homelessness
 - Veteran status
- C. The Department recognizes that bias can occur at both an individual and an institutional level as well as consciously, implicitly and sub-consciously and is committed to eradicating biased policing in any form.

2. **DEFINITIONS:**

(1) Bias	• A preference for or dislike of something
(2) Bias-Based Policing	• The different treatment of any person by officers based upon any discernable characteristic of an individual, unless the characteristic is part of a specific reliable suspect description
(3) Discernable characteristics	• For purposes of this policy, "discernable characteristics" include, but are not limited to those listed in section 1.B of this policy.

3. **RESPONSIBILITY OF ALL DEPARTMENT MEMBERS:**

A. Employees:

- (1) Bias-based policing is prohibited in all law enforcement encounters, including but not limited to field contacts, traffic stops, and asset seizures.
- (2) Officers shall not make decisions or take actions that are influenced by bias, prejudice, or discriminatory intent.
- (3) Any Department employee who perceives, or is made aware of, any violation of this policy will contact a supervisor immediately to report it.

B. Supervisors:

- (1) Will follow procedures as outlined in [Operations Order 3.2.00, Authority and Responsibility of Supervisors](#), to ensure compliance with this policy and to identify any violations.
- (2) Will investigate all citizen and employee complaints of violation of this policy as outlined in [Operations Order 2.2.00, Misconduct Investigations](#).
- (3) Whenever possible, in cases of unsubstantiated complaints, the department will identify citizen training needs and encourage community education concerning police use of discretion through citizen academies, ride-alongs, and Department and City meetings.

	PROHIBITION OF BIAS-BASED POLICING	Operations Order 1.4.00
	PHOENIX POLICE DEPARTMENT	Rev. 10/25/23 PAGE 2

3. B. (4) Will address issues and trends and provide a remedy, including:
 - (a) Appropriate cultural awareness and anti-bias training
 - (b) Counseling
 - (c) Formal Discipline
 - (5) Properly document all positive and negative employee actions in BlueTeam and employee evaluations.
 - (6) Will not tolerate retaliation for any individual reporting violations of this policy.
4. **VIOLATIONS**
- A. As soon as practical, the Professional Standards Bureau (PSB) will notify the Office of Administration of complaints involving violations of this policy.
 - B. Sustained complaints will be processed following procedures in [Operations Order 2.1.00, Discipline Policy and Review Boards](#).
5. **ANNUAL REVIEW**
- A. PSB will formally review all department employee complaints alleging violations of this policy, on a timely basis to ensure legal compliance and to assist in correcting deficiencies, if warranted.
 - B. The Organizational Integrity Bureau (OIB) will complete a documented annual administrative review of agency practices to include citizen complaints and report the finding to the Office of Administration.

Last Organizational Review:

05/15/25
